



NEW PROGRAM PROPOSAL FORM

Sponsoring Institution(s): Lindenwood University - LCIE

Program Title: Bachelor of Science in Human Resource Management

Degree/Certificate: Bachelor of Science

Options: [Click here to enter text.](#)

Delivery Site(s): Saint Charles Main Campus and other offsite teaching centers

CIP Classification: 52.1001

*CIP code can be cross-referenced with programs offered in your region on MDHE's program inventory highered.mo.gov/ProgramInventory/search.jsp

Implementation Date: January 2013

Cooperative Partners: N/A

*If this is a collaborative program, form CL must be included with this proposal

AUTHORIZATION:

Jann Weitzel /Provost

Name/Title of Institutional Officer



Signature

September 27, 2013

Date

Richard Alan Cooper, J.D.

Person to Contact for More Information

636-627-2570

Telephone

www.dhe.mo.gov • info@dhe.mo.gov

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Form NP – New Program Proposal



STUDENT ENROLLMENT PROJECTIONS

Year	1	2	3	4	5
Full Time	30	35	40	45	45
Part Time	0	0	0	0	0
Total	30	35	40	45	45

Please provide a rationale regarding how student enrollment projections were calculated:

The projected numbers are based upon prior enrollment trends, potential for increased demand in the market, and population base of potential students.

Provide a **rationale** for proposing this program, including **evidence of market demand and societal need supported by research**:

Human Resource Management (HRM) employees are projected to grow by over ten (10%) percent over the next decade by the U. S. Department of Labor. The Human Resource Department is being recognized by employers as a vital competent to any business model. Businesses can't function without employees. A properly run Human Resource unit provides the business with employees that meet the mission statement of the business and within the compensation model that is appropriate for the business to succeed in today and tomorrow's economy.

Employers whether in the private or public sectors have learned that hiring the right person for the job is only achieved by following a planned process that focuses upon many different aspects. Before the hiring process starts, you must know the needed and desired skills, knowledge and abilities for every position. After hiring the HR Department provides

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PROGRAM STRUCTURE

A. Total credits required for graduation: 128

B. Residency requirements, if any: 36 credit hours must be taken at Lindenwood University – LCIE. In addition, at least fifty (50%) of the hours required in the major must be taken at Lindenwood University – LCIE.

C. General education: Total credits: 49

Courses (specific courses OR distribution area and credits):

Course Number	Credits	Course Title
ICM 10100	3	Communications I
ICM 10200	3	Communications II
ICM 20000	3	Introduction to Literature
IPH 10000	3	Survey of Philosophy
IEN 20100	3	World Literature I
IRT 21000	3	Concepts of Visual Arts
IPY 10000	3	Principles of Psychology
ISC 10200	3	Basic Concepts of Sociology
IPS 15500	3	American Government: The Nation
IHS 10100	3	20 th Century World History
INS 10500	3	Chemistry in Society
INS 11400	3	Principles in Environmental Biology
INS 21400	3	Ethical Problems in Science
INS 11500	1	Environment Biology Lab
IMH 13200	3	Quantitative Methods for Business
IMH 14100	3	Basic Statistics
IMH 22000	3	Research Design and Methods

D. Major requirements: Total credits: 48

Course Number	Credits	Course Title
IBA 21010	3	Principles of Financial Accounting
IBA 21011	3	Principles of Managerial Accounting
IBA 32000	3	Principles of Finance
IHR 23021	3	Survey of Economics
IHR 35010	3	Principles of Marketing
IHR 38000	3	Global Business and Society
IBA 36032	3	Principles of Management

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Form PS – Program Structure

IBA 36510	3	Human Resource Management
IBA 46050	3	Managerial Ethics
IHR 35700	3	Employee Supervision
IHR 35800	3	Legal Issues for Human Resource Management
IHR 35900	3	Performance Mgmt./ Performance Appraisal
IHR 36081	3	Career/ Staff Development
IHR 36300	3	Human Resource Information Systems
IHR 36530	3	Employee Training and Development
IHR 37000	3	Group Dynamics
IHR 37100	3	Conflict Resolution
IHR 41000	3	Labor Economics and Industrial Relations
IHR 48900	3	Human Resource Capstone

E. Free elective credits:

22

(Sum of C, D, and E should equal A.):

128

F. Requirements for thesis, internship or other capstone experience:
Capstone Course in Human Resource is required (listed in Section D)

G. Any unique features such as interdepartmental cooperation:
N/A



PROGRAM CHARACTERISTICS AND PERFORMANCE GOALS

Institution Name Lindenwood University - LCIE
Program Name Bachelor of Science in Human Resource Management
Date 9/18/13

(Although all of the following guidelines may not be applicable to the proposed program, please carefully consider the elements in each area and respond as completely as possible in the format below. Quantification of performance goals should be included wherever possible.)

1. Student Preparation

- Any special admissions procedures or student qualifications required for this program which exceed regular university admissions, standards, e.g., ACT score, completion of core curriculum, portfolio, personal interview, etc. Please note if no special preparation will be required.
None
- Characteristics of a specific population to be served, if applicable.
Wishing to pursue a career in Human Resource Management.

2. Faculty Characteristics

- Any special requirements (degree status, training, etc.) for assignment of teaching for this degree/certificate.
Master's in Human Resource Management, or related discipline; work experience in Human Resource Management role.
- Estimated percentage of credit hours that will be assigned to full time faculty. Please use the term "full time faculty" (and not FTE) in your descriptions here.
Full time faculty – 0% credit hours taught.
- Expectations for professional activities, special student contact, teaching/learning innovation.
Full time faculty are encouraged to remain involved in their field of study through conferences, student activities and research.

3. Enrollment Projections

- Student FTE majoring in program by the end of five years.
5-year estimates: 42-84 full-time students
- Percent of full time and part time enrollment by the end of five years.

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100% full-time students

4. Student and Program Outcomes

- Number of graduates per annum at three and five years after implementation.
3-year estimate – 60 graduates, 5-year estimate – 80 graduates
- Special skills specific to the program.
Selection and retention of employees, Knowledge of employment laws, Leadership skills, Motivation of work force, Group dynamics, Staff development, Employee training, Labor relations and Conflict resolution.
- Proportion of students who will achieve licensing, certification, or registration.
Anticipated that between 40% and 60% of students will pursue professional certification (PHR).
- Performance on national and/or local assessments, e.g., percent of students scoring above the 50th percentile on normed tests; percent of students achieving minimal cut-scores on criterion-referenced tests. Include expected results on assessments of general education and on exit assessments in a particular discipline as well as the name of any nationally recognized assessments used.
Currently there are no national or local assessments for comparison.
- Placement rates in related fields, in other fields, unemployed.
[Click here to enter text.](#)
- Transfer rates, continuous study.
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5. Program Accreditation

- Institutional plans for accreditation, if applicable, including accrediting agency and timeline. **If there are no plans to seek specialized accreditation, please provide a rationale.**
Program is accredited by ACBSP and has three year accreditation through SHRM.

6. Alumni and Employer Survey

- Expected satisfaction rates for alumni, *including timing and method of surveys.*
Online post-graduation survey for Alumni – started September 2013.
- Expected satisfaction rates for employers, including timing and method of surveys.
Business Advisory Council survey – planned (not yet implemented).

7. Institutional Characteristics

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- Characteristics demonstrating why your institution is particularly well-equipped to support the program.

Program Director is an Attorney with thirty plus years experience in representing businesses in all aspects of Employment Law and the Human Resouce field.